



Agenda
Human Relations Commission
August 13, 2020, 6:30 P.M.
via teleconference
3930 North Murray Avenue, Shorewood, WI

Call: 312-626-6799

Meeting ID: 951 7946 0018

Passcode: 759349

Join the Video Call:

<https://zoom.us/j/95179460018?pwd=K2hEc3RCa0hkNzJmaitBdmc5d25Qdz09>

1. Call to order
2. Consider Approval of June 24, 2020 minutes
3. Public Comments
4. Discuss Observations in the Community
5. Discuss and Consider Commission priorities based on feedback from the Shorewood Speaks Community Forum
6. Subcommittee Reports
7. Future Agenda Items and Speakers
8. Adjournment

DATED at Shorewood, Wisconsin, this 10th day of August, 2020,

VILLAGE OF SHOREWOOD

Sara Bruckman, CMC/WCMC

Village Clerk

It is possible that members of and possibly a quorum of members of other governmental bodies of the municipality may be in attendance at the above stated meeting to gather information; no action will be taken by any governmental body at the above stated meeting other than the governmental body specifically referred to above in this notice. Should you have any questions or comments regarding any items on this agenda, please contact the Village Manager's Office at 847-2700. Upon reasonable notice, efforts will be made to accommodate the needs of disabled individuals.



Human Relations Commission

Minutes

June 24, 2020 6:30 P.M.

via Teleconference

1. Call to order.

The meeting was called to order at 6:35 p.m.

Members present: Sharveta Parker, Matt Weiss, McKenzie Edmonds, Maria Van Hoorn, Mira Lee Prabhu, and Julia Appel

Members not present: Sarah Spencer, Jesse Dercks, Deba Briscoe

Others present: Assistant Village Manager Tyler Burkart, School Board Member Clarke Warren, School Board Member Emily Berry, School Board Member Pablo Muirhead, Trustee Wesley Warren, Lt. Tom Liebenthal

2. Consider Approval of June 16, 2020 minutes

Change discussing to discussion, capitalize Black in Black Lives Matter as well as Black psychologist. Ms. Appel moved to approve the June 16, 2020 minutes. Motion seconded by Ms. Edmonds. Motion approved by a 6-0 vote.

3. Discuss community forum framework on race, equity, diversity, and inclusion

Mr. Burkart summarized the memorandum outlining questions to help develop a framework. The Commission discussed each of the questions, and this was the result of their responses.

FOR THE HRC COMMUNITY FORUM

How would the forum be conducted?

The Commission mentioned that due to the NSHD Phase C reopening guidelines that the forum would need to occur virtually. The Commission would like the chat function to be open for the discussion. Mr. Burkart mentioned the facilitator could mention some rules or best practices with the chat function at the beginning of the meeting.

When would the forum take place?

Mr. Burkart mentioned the best date based on the Village calendar and those officials who would be in attendance is July 14. Mr. Warren reminded the Commission that the School Board meets that night. Mr. Burkart will talk with staff about perhaps rescheduling the CDA-Village Board strategic planning meeting or potentially pushing the School Board meeting later in the evening.

Who would facilitate the forum?

The Commission discussed some potential professionals that could facilitate the discussion. Monique Liston would be the preliminary option. Representative David Bowen, Senator Lena Taylor, and Reggie Jackson were other options discussed. Mr. Burkart will reach out to confirm availability of these options. Once a facilitator is selected, Mr. Burkart will setup a meeting with them and the subcommittee chairs to finalized details related to the forum.

What other community members do you want to invite to the forum to speak or participate in a specific manner?

Some of the options discussed include Norma Duckworth, other students, those that attended and spoke at the meeting on June 16, Stephanie Roades, Sam Coleman, Shavonda Sisson, staff from the Police Department, chairs and other volunteer committee members, community service groups, and other professionals from nearby schools and universities.

Should there be pre-established questions to help facilitate the conversation? If so, what should those questions be?

The Commission mentioned breaking into small groups to discuss some questions established by the Commission. There would be a time limit that would allow all the small groups to return at the same time. There was discussion about whether the breakout rooms should be assigned a specific topic to discuss or if all the breakouts should respond to similar questions. However, without a facilitator, the Commission feels it is difficult to know how they would want to go about the breakout rooms and further questions.

How would community members be allowed the opportunity to speak?

Community members could speak in the large forum or during the breakout groups.

Would there be a time limit for those speaking?

A recommended time limit of three minutes was proposed and agreed upon by the Commission.

Can community members engage with each other in discussion during the forum or do they direct their responses to the Commission?

Yes, the Commission would engage with each other in discussion.

How will the forum be communicated to the public and other community partners?

The Village would use all of its communication channels.

How will the Commission document and make note of the experiences and suggestions shared during the forum?

All Commission members would be responsible for taking notes during the discussion. In addition, the recording setting would be selected.

Mr. Burkart mentioned that after the forum, the sub-committees would meet to discuss the initiatives shared during the forum to put together a plan that the Commission and eventually the Village Board would consider adopting. Mr. Burkart asked the Commission what they would like to call the forum. Shorewood Speaks: Candid Conversations on Progress towards Racial Equity.

4. Discuss HRC Representative for Police Department Org Study

Mr. Burkart summarized the Police Department org study for the Commission. The Commission will be able to have a representative serve on the selection committee the afternoons of July 13 or 14. Ms. Parker recommended Mr. Dercks based on his area of work. Mr. Weiss also would be willing to help. Mr. Burkart will reach out to each Commission member after the meeting to find out availability for the interviews.

5. Subcommittee Reports

Ms. Edmonds provided a brief update from the Dada subcommittee and their recent discussions with the Police Department on the traffic data and other reports. Ms. Appel mentioned Ms. Briscoe's perspectives on hate speech and unlawful activity. There was discussion on how the Commission should engage in this discussion before taking it to the Village Board.

6. Future Agenda Items and Speakers

The next full Human Relations Commission meeting would be August 13.

7. Adjournment

Ms. Prabhu moved to adjourn the meeting. Motion seconded by Ms. Appel. Motion approved by 6-0 vote. Meeting adjourned at 8:07 p.m.

Respectfully submitted by,

Tyler Burkart,
Assistant Village Manager

HRC – Policy Committee Goals

- A. Policing Reform in Shorewood -
 - 1. Review 911 calls to ensure police respond to actual threat.
 - 2. The allocation of other resources within the police department for non-criminal services, such as a social worker to perform welfare checks on community members with police assistance.
 - 3. Working with the Shorewood Police Department to adopt the #8CantWait Campaign initiatives. (Please see [website](#) for full list of policies.
 - 4. Development of Community Oversight Review Board to review complaints of excessive force by police officers.
- B. Community
 - 1. Discuss with Shorewood School Board to terminate the contract with Aramark. Specifically, Aramark's history of unethical practices, use of Private Prisons for profit, and other racist actions.
 - a. Aramark has a track record of being problematic to egregiously unethical.
 - b. Aramark uses private prisons to capitalize on mass incarceration and there is evidence they cut corners in staff training, facility upkeep, and other necessary costs to mitigate risks to employees and inmates. This is systemic racism in our justice system and the means for Aramark to maintain their wealth through the disproportionate suffering of people of color in America.
 - c. The subpar quality of food.
 - d. In 2018, Aramark was called out on multiple university campuses (such as NYU, Fordham, Loyola University Chicago, and Kent State) for their racist food display during Black History Month. Aramark felt it was appropriate to serve fried chicken, Kool-Aid, collard greens, and other stereotypical "Black" foods.
 - 2. Review the tardiness/truancy policy at the high school.

Shorewood Speaks: Candid Conversations on Progress towards Racial Equity

Village of Shorewood - Human Relations Commission			Sub-Committee: Data	
Initiative	Summary	Priority Ranking	Action(s) needed	Community Partners
Report of Law Enforcement Calls and Interactions regarding Mental Health	Provide a comprehensive report on SPD interactions with civilians for concerns of mental health. Analyze outcomes of interactions. Work with other HRC subcommittees to discuss if education or policy is best to change concerns if any are found from analysis.	2021	1. Meet with Lt. Liebentahl and/or Chief Nimmer to discuss current processes for SPD and training 2. Work with Bayside Dispatch on data available 3. Review current policies for documentation	SPD, Bayside Dispatch, NAMI
Streamline Process for Law Enforcement Data Requests	Collaborate with SPD to see if there are ways we can advocate to improve their data collection system so that there is ease for staff to process requests. Improve current capture capabilities of documentation system. Educate the public on what data is currently available from SPD.	2020	1. Meet with Lt. Liebentahl and/or Chief Nimmer to discuss current processes and challenges for SPD 2. Work with Bayside Dispatch on data available 3. Review current policies for documentation 4. Review requests made to SPD and the time it took to fulfill requests	SPD, Bayside Dispatch
Analyze Dispatch Data for potential support of CAREN ACT (in collaboration with policy sub-committee)	If policy committee has interest in pursuing policy change (through ordinance) for calls to SPD with racially biased and hateful motivations, work to collect and analyze data for their advocacy.	Next 5 years	1. Take direction from policy sub-committee. 2. Work with SPD/Bayside Dispatch to collect data	SPD, Bayside Dispatch